



Reflections from an IDP Outstanding Firm Award Winner

## The Value of IDP for Interns and Firms

Cynthia Easton, AIA

I remember what it was like being an intern. Since there were no guidelines outlining the skills an intern should have, obtaining the kind of experience I needed was difficult. With the California Architects Board's (CAB) upcoming implementation of the Intern Development Program (IDP) and Comprehensive Intern Development Program\* (CIDP) (an evidence-based overlay to IDP), future interns will not face this challenge.

### IDP and CIDP Ensure Interns a Breadth of Experience

CAB's adoption of CIDP is designed to document interns' experience via work samples and written narratives in all 16 areas of training outlined in IDP. The program also entails communication between the intern and supervisor to review and discuss the evidence materials on a regular basis. CIDP and IDP will

make it easier for interns and their supervisors to ensure that interns receive exposure to the wide range of activities involved in the practice of architecture.

As a member of The American Institute of Architects (AIA) IDP Coordinating Committee, I was involved in developing guidelines to assist interns in gaining the necessary experience. Along with my work volunteering in the licensing process, this has helped me to be aware of the 16 Training Areas of IDP and to facilitate my interns' achievement of them.

Additionally, my experiences and the difficulties I faced as an intern motivated me to be a good supervisor and mentor and to make things easier for my interns. I have discovered that this not only helps my interns, but benefits my work and my firm as well. Interns benefit by being exposed to all aspects of the profession.

Our firm benefits by helping interns develop into individuals who can contribute at a higher level.

We expose our interns to the specified amounts of experience in the various key areas of practice, as identified by IDP. Throughout our 23 years of practice, we have always tried to ensure that our interns had this experience. Some of the tasks we involve interns in include: participating in the request for proposal process, choosing consultants, conducting code research and performing construction administration. Involvement in the construction administration process can be the best experience an intern obtains, since the importance of document clarity can be visualized during that time. The intern carries that knowledge on to the next project's construction documents.

Continued on page 7



## President's Message

Denis A. Henmi, AIA, 2003 Board President

# Participation in National IDP Planning

**T**he Board is steadily working toward the January 1, 2005 Intern Development Program (IDP)/Comprehensive Intern Development Program (CIDP) effective date. Our activities in this area have been delayed by a new Executive Order issued by Governor Arnold Schwarzenegger. The order requires us to stop processing all pending regulations for a period of up to 180 days. While this delay does not make the 2005 effective date impossible to meet, it may make it more difficult.

Even as the Board continues to address implementation in California, exciting changes are evolving at the national level. With my service on NCARB's IDP Committee, we may have an opportunity to influence national policy. One of several tasks assigned to our committee by the NCARB Board of Directors is to review recommendations for an IDP validation conference. We are to discuss possible conference frameworks with the IDP Coordinating Committee and prepare recommendations for the Board of Directors. We have also been asked to review the recommendations of the California CIDP Task Force and prepare recommendations for revisions to the IDP Core Competencies; IDP Awareness and Understanding Activities; and IDP Skills and Application Activities. While some of these may seem like incremental moves, I am encouraged that California is beginning to work more closely with NCARB.

I am also pleased to report that at its November Board of Directors meeting, The American Institute of Architects, California Council (AIACC) voted to support CAB's proposed structured internship program. AIACC's support will be important, particularly as we focus our efforts on training firms about upcoming internship requirements.

We will keep you up-to-date as more information about the Executive Order or NCARB's changes becomes available. Please visit the Board's Web site, [www.cab.ca.gov](http://www.cab.ca.gov), for more information about internship.

As the year ended, so did my term as President. I would like to thank my fellow Board members, staff, committee members and exam commissioners for their hard work and commitment to the profession. Finally, congratulations to our newly elected Board officers for 2004: Jeffrey Heller, FAIA, President; Michael Dieden, Vice President; and Cynthia Choy Ong, Secretary.

# Speaker's Bureau Members

Available to Address Your Organization

**I**n an effort to build stronger connections with the student and candidate communities, the California Architects Board created a speaker's bureau. Members of the bureau are available to speak at colleges, intern groups or related associations about the process of becoming a licensed architect and the role of the California Architects Board in protecting the public's health, safety and welfare.

If you are interested in having a member of the speaker's bureau make a presentation to your organization, please contact Coleen Galvan of the Board at (916) 445-3394 or by email at [cab@dca.ca.gov](mailto:cab@dca.ca.gov).



# Supervisors and Mentors Play Key Roles in IDP

**A**s you know, the California Architects Board will be requiring completion of the Intern Development Program (IDP), as well as the evidence-based overlay (Comprehensive Intern Development Program or CIDP), effective January 1, 2005, pending Board and regulatory approval.

In addition to the intern, IDP relies on two other key players—the supervisor and mentor. While both play important parts in the intern's career, each have different roles and responsibilities. The criteria for who can be a supervisor and mentor also differ.

## **Supervisors Support Interns in Fulfilling IDP Requirements**

According to the National Council of Architectural Registration Boards' (NCARB) *IDP Guidelines*, the supervisor is the individual within the firm or organization who supervises the intern on a daily basis. The supervisor regularly assesses the quality of the intern's work and periodically certifies the intern's documentation of training activity. The intern and the supervisor must both work in the same office where personal contact is routine.

Supervisors are usually licensed architects. However, in certain cases and to a limited extent, the intern may be supervised by others who have experience in the tasks he or she is performing. This might include structural, civil, mechanical or electrical engineers; landscape architects; interior designers; planners or contractors. Interns should refer to the

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*IDP Guidelines* for the impact of such circumstances on satisfying the IDP training requirement.

## **The Supervisor's Responsibilities Include:**

- providing reasonable opportunities for the intern to gain adequate experience in each IDP Training Area;
- meeting regularly with the intern to review progress and verify the intern's IDP training report;
- encouraging the intern to participate in seminars and utilize other supplementary educational resources; and,
- conferring, if needed, with the intern's mentor.

## **Mentors Provide General Career Guidance**

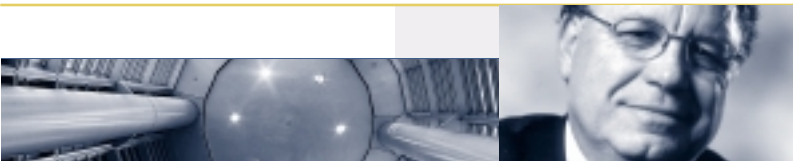
The mentor must be a licensed architect, usually from outside the firm or organization where the intern works.

The mentor and intern meet periodically to review training progress and discuss career objectives. The intern's supervisor may also be his or her mentor. NCARB publishes the *IDP Mentor Guidelines* as a reference tool for mentors.

## **The Mentor's Responsibilities Include:**

- meeting regularly with the intern to review training progress and to sign the intern's IDP training report;
- suggesting additional training and supplementary educational activities;
- providing guidance to enhance the intern's professional growth; and,
- conferring, if needed, with the intern's supervisor.

If you would like more complete information on the IDP requirements for supervisors and mentors, please refer to the IDP Guidelines or NCARB's Web site ([www.ncarb.org](http://www.ncarb.org)).



# AIACC Advocates on Behalf of Architects

Robert L. Newsom, FAIA • 2003 President, AIACC

**T**here's a new standard for doing business in Sacramento. The new governor, legislative term limits and the uncertain economic future will all have an impact on businesses. As a result of these changes, it is more important than ever for design professionals to forge and solidify relationships with lobbyists, politicians, professional associations and regulatory agencies. In the past year, The American Institute of Architects, California Council (AIACC) built on strong relationships and coalitions. As a result, our accomplishments were diverse and many. Following is a small sample of our efforts on behalf of the architectural profession in 2003.

## **Successful Repeal of A & E Exemption**

In the legislative arena, the AIACC worked closely with the University of California and Senator Deborah Bowen (D-Redondo Beach) to repeal the law prohibiting architects and engineers from obtaining follow-on contracts on University of California campuses. The A & E exemption was included in Senate Bill 41, which former Governor Davis signed into law in October. The law became effective January 1, 2004.

## **Defeat of Bill Containing Anti-Contracting Out Language**

Another legislative success was the defeat of anti-contracting out language. Such language had been added to a bill that allows certain transportation authorities to use design-build (Assembly Bill 692). The anti-contracting out language required all state highway design work performed by transportation authorities using design-build to be performed by

CalTrans engineers. Some architects called this bill the "cousin of Proposition 224." The AIACC strongly opposed Assembly Bill 692, and I am glad to tell you that former Governor Davis vetoed this bill.

## **Efforts to Repeal the Adoption of NFPA's 5000 Building Code**

Coalition building is a cornerstone of AIACC advocacy. Take, for example, the decision of the California Building Standards Commission (CBSC) in July 2004 to adopt the National Fire Protection Association's (NFPA) 5000

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**In 2003, the A/E/C Integration Think Tank explored ways to improve project delivery to increase efficiencies in the delivery of design and construction.**

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Building Code, instead of the International Code Council's (ICC) family of codes. For nearly a year, the AIACC worked strategically with the ICC and a coalition of engineers, building officials, owners and contractors, lobbying state agencies, cities, counties and fire officials, testifying before the CBSC in support of the adoption of the ICC family of codes on every occasion.

Because of the biased structure of the CBSC, the vote for the NFPA code was a certainty, despite overwhelming testimonies against it. However, the AIACC continues to work with coalition members to repeal the decision. In the coming months, visit the AIACC Web site ([www.aiacc.org](http://www.aiacc.org)) to learn about the status of the coalition's efforts.

## **Improving Project Delivery**

Preserving and promoting the profession is the underlying principle of all AIACC undertakes. In 2003, the A/E/C Integration Think Tank explored ways to improve project delivery to increase efficiencies in the delivery of design and construction. While other professions' delivery processes have improved greatly, those of architects, engineers and contractors have not. The Think Tank, which is composed of architects, engineers, contractors, clients and allied professionals, is taking positive steps towards developing modernized delivery processes.

Members of the AIACC are not simply architects and design professionals. In 2003, some of our members became Certified Development Strategists, and some won design awards. Others lobbied against sales tax on professional services or were advocates for sustainable design. Many of our members are emerging professionals, while others serve as mentors. We encourage such involvement, and we look forward to another year of supporting the architectural profession.





# Validating Architectural Education

By John Cary Jr., Assoc. AIA

Every three years, the organizational leaders of the profession gather to formally validate the requirements and standards used to accredit professional architecture degree programs in the United States. These important gatherings are coordinated by the National Architectural Accrediting Board (NAAB) and are officially referred to as Validation Conferences.

The most recent conference was held in Santa Fe, New Mexico in October 2003. By design, no official decisions were made during the Validation Conference. However, three significant things did occur. Most importantly, the five collateral organizations came together to formally and publicly discuss the future of architectural education and practice. These organizations included the Association of Collegiate Schools of Architecture (ACSA), American Institute of Architects (AIA), American Institute of Architecture Students (AIAS), National Architectural Accrediting Board (NAAB) and National Council of Architectural Registration Boards (NCARB). Also for the first time, groups outside the collateral organizations were given an open invitation to attend the Validation Conference, and approximately 32 individuals from these groups did so. Another first for the conference was that the specific positions and recommendations presented for consideration were made public. They can be viewed at [www.naab.org](http://www.naab.org) and [www.validationconference.org](http://www.validationconference.org).

Two weeks after the Validation Conference, the NAAB Board of

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**NAAB voted to recognize the Doctorate of Architecture (DArch) degree as an accredited degree, provided it requires a minimum of 90 graduate credits.**

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Directors—composed of representatives from the ACSA, AIA, AIAS, NCARB and two public members—made a series of progressive decisions informed in part by the conference. First, NAAB voted to recognize the Doctorate of Architecture (DArch) degree as an accredited degree, provided it requires a minimum of 90 graduate credits. Along with the Bachelor of Architecture (BArch) and Master of Architecture (MArch), this is a historic addition to the first-professional degree type.

The NAAB also voted to consider requiring minimum credits for completion of both the BArch and MArch degrees. This could potentially mean reinstating a quantitative difference between the BArch and MArch degrees, which was eliminated in 1995 and led to the creation of so-called five-year MArchs.

Finally, NAAB tabled two motions. The first one would limit the use of the

term “architecture” to only accredited degrees. (This is intended to eliminate confusion with post-professional MArch degree programs that are not accredited.) The second would disallow academic credit for the new doctoral degrees for practical work experience where students were also financially compensated for their work.

To learn more about the Validation Conference and current issues affecting architectural education and accreditation, visit [www.naab.org](http://www.naab.org). The site includes information about the history, objectives and significance of the Validation Conference; the 2003 agenda and attendee list; and two dozen position papers submitted by various organizations and individuals.

In an effort to provide some context to the current round of discussions, the 2000 Validation Conference agenda, position papers and proceedings are posted at [www.validationconference.org](http://www.validationconference.org). Proceedings from the 2003 conference are posted as well, along with a timeline indicating when actual changes to the accreditation process are expected to take effect.

For more information on architectural education and accreditation in general, contact NAAB directly by phone at (202) 783-2007 or email at [info@naab.org](mailto:info@naab.org).

John Cary, co-founder and executive director of ArchVoices, attended the 2003 Validation Conference as an invited observer and has served on seven NAAB Visiting Teams.

# Enhanced Communication Contributes to Quality Structures

Fred Cullum, Chief Building Official, City of Burlingame

Ideally, design and construction is a collaborative effort involving professionals in many disciplines working together to provide appealing, safe, cost-effective and efficient structures. Such structures benefit society as a whole, and the building owners and users individually. By law, and often personal desire, building officials are part of this collaboration. Most building officials are committed to participating as partners with design professionals to produce quality structures. However, because of the nature of the profession, building officials are seen by some as an unnecessary evil—delaying the process without adding value to the final product. Yet those same people would be terrified to fly in a plane built by a low bidder without any quality control.

Quality control is the added value provided by the permit process. The design professional's discipline is growing in complexity. Many face daily pressures that include satisfying persistent clients who sometimes make demands that would result in a violation of a code, local ordinance or condition of approval. Although referring to the "obstructionist building official" in a conversation with a demanding client is perfectly acceptable, the architect would benefit from talking to the official in advance.

In most communities, building officials are under pressure to review projects within a reasonable timeframe. For this reason, they are open to early communication with design professionals. They understand that establishing a collegial relationship with architects can improve the flow of the approval process.

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Good building officials recognize architects as fellow professionals, with knowledge, skills and abilities different from their own. Design professionals can enhance the relationship by viewing building officials in the same way. This means understanding that building officials respond to different stimuli and are responsible to a different constituency. It also means realizing that the architect's success in getting a good project through in a timely fashion is also the building official's success.

Most architects in small firms deal with the same group of building officials and plan checkers on a regular basis. Developing familiarity with a local building department can allow design professionals to develop standard plan notes for that particular jurisdiction. Just as design professionals vary in the emphasis they place on specific design elements, building officials develop their own quirks. Indulging those personal quirks simply makes good business sense.

One of the most improper things an architect can do is to use the building department as an excuse for the architect's inability to quickly pursue plan corrections. Occasionally, building officials get calls from owners—or worse yet City Managers or Council members—asking why they are sitting on a plan check. In such situations, the building officials will not hesitate to tell the owner if the fault lies elsewhere, such as the plans were returned to the design professional weeks before. Most building departments are in the process of establishing online plan check tracking, so it will become even more critical for all parties that the process runs smoothly.

Design professionals are encouraged to establish a line of communication with the building department. Treat the building and fire officials as valuable parts of the design team and recognize their areas of expertise as well as the pressures they face. Together, everyone involved can contribute to designing and building great structures that protect the health, safety and welfare of the public we all serve.



# Enforcement Actions

CAB is responsible for receiving and investigating complaints against licensees and unlicensed persons. CAB also retains the authority to make final decisions on all enforcement actions taken against its licensees.

Included below is a brief description of recent enforcement actions taken by CAB against individuals who were found to be in violation of the Architects Practice Act.

Every effort is made to ensure the following information is correct. Before making any decision based upon this information, you should contact CAB. Further information on specific violations may also be obtained by contacting the Board's Enforcement Unit at (916) 445-3394.

**VERNON G. FERGEL** (Riverbank) The Board issued an administrative citation that included a \$500 civil penalty to Vernon G. Fergel, an unlicensed individual, for violations of Business and Professions Code (BPC) section 5536(a) and (b) (Practice Without a License or Holding Self Out as Architect). This action was taken based on evidence that while his license was expired, Fergel prepared plans which bore a title block that read "Vernon G. Fergel Architect." The plans bore a stamp that read "Licensed Architect," "Vernon G. Fergel," No. C11766, "12-31-03 Renewal Date," the legend "State of California," and his signature. Fergel paid the civil penalty satisfying the citation. The citation became effective on October 23, 2003.

**DAVID C. NGUYEN** (San Jose) The Board issued an administrative citation that included a \$500 civil penalty to David C. Nguyen, an unlicensed individual, for violations of BPC section 5536(a) (Practice Without a License or Holding Self Out as Architect). This action was taken based on evidence that Nguyen executed a standard form of agreement wherein he offered to provide architectural services and identified himself as an "Architect." The citation became effective on October 3, 2003.

**KENNETH L. O'CONNOR** (Jenner) The Board issued an administrative citation that included a \$1,000 civil penalty to Kenneth L. O'Connor, an unlicensed individual, for violations of BPC section 5536(a) (Practice Without a License or Holding Self Out as Architect). This action was taken based on evidence that O'Connor's title block identified his business name as "Architecture in Evolution" and a letter from him included the designation of "Architect" under his name. The citation became effective on October 15, 2003.

## Intern Feedback Benefits Our Office

To enhance communication with interns, we conduct casual meetings in our office, lunches, off-site meetings and site visits. The more regular these activities, the more I learn from the interns. They not only tell me what motivates them, but also what has been frustrating or what has slowed them down that week. This provides valuable information that helps us correct the problems and make our office more efficient.

## Encouraging Professional Involvement

Being involved in outside activities is essential to becoming a competent and complete architect. I insist on participation in design charrettes or other community involvement. Interns see these as a significant part of their career, and it demonstrates the need for design professionals to play an active role in the maintenance and development of their community.

Our office stresses independence, responsibility and professionalism. We encourage our staff (including interns) to join professional associations such as the AIA, and we pay their fees if they do. We also encourage them to become involved as an officer or committee member and to attend seminars and meetings. This benefits the staff because they obtain exposure that they might not normally receive, such as learning how to lead, how to build consensus and how to achieve a goal. The more involved architects and interns are in these activities, the more helpful it is to our profession and the community as a whole.

Involvement in professional associations is especially helpful for interns. Such involvement allows them to interact with fellow interns and to learn that they are not alone in the challenges they face as they work towards their goal of becoming highly skilled design professionals.

*\*Pending Board and regulatory approval.*

## The Value of IDP for Interns and Firms

Continued from page 1

### The Value of Understanding the Whole Picture

As the design portion of the nationally administered Architect Registration Examination has moved from a holistic examination to one of many separate parts, the role of both the supervisor and mentor will be more important to ensure that interns see the parts as a whole.

In my role as a supervisor and mentor, I conduct activities that help my interns better perform their tasks. When interns know the purpose of a task, they can perform it more comprehensively. They can think through the entire project—designing it, completing the documents to build it, obtaining necessary permits quickly and getting it built with few changes.

One example of this might involve an intern who is working on a drawing that requires developing a particular way to create aesthetic connections, (e.g., between a wall and framing member). During the drawing process, I take the intern to a job site to see the actual application. This helps him or her visualize the finished work as they draw.

Supervisors sometimes place interns in practice areas in which they excel, and leave them there. But an intern who is an outstanding designer can become even better through site visits and exposure to other aspects of the process. Interns who gain a comprehensive understanding of how the various pieces of a project work together will be better equipped to create efficient and safe structures.



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## CALIFORNIA ARCHITECTS BOARD

PUBLIC PROTECTION THROUGH EXAMINATION, LICENSURE, AND REGULATION

## New Feature on the Board's Web Site

**E**ffective January 1, 2005 (pending Board and regulatory approval), the Intern Development Program (IDP) as well as the evidence-based overlay, the Comprehensive Intern Development Program (CIDP), will be a requirement for licensure in California. In an effort to keep interns informed about these pending regulations, the Board added a page on its Web site for IDP/CIDP. The Web site features general information on the proposed IDP/CIDP requirement, questions and answers, a link to NCARB's IDP Web page, complete 2003-2004 NCARB IDP Guidelines, NCARB IDP Mentor Guidelines and links to other information on mentoring.

Visit the Board's Web site at [www.cab.ca.gov](http://www.cab.ca.gov) to find a good source of information on IDP and CIDP.

## Tell Us What You Think of Us

We'd like you to help us improve our service by giving us your honest opinion on the job we're doing. Our Web site now includes a 12-question survey that lets you assess our courtesy, accuracy, timeliness, efficiency, and overall performance. It also provides space for your comments on how we helped and where we need to focus our efforts. The survey is accessible through a link from the home page at [www.cab.ca.gov](http://www.cab.ca.gov).



## To Get In Touch With Us

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